
Purpose	Provide an outline of statutory and regulatory requirements related to the civil rights of applicants and clients.
Civil Rights Policy	No person(s) shall be excluded from participation in, be denied benefits of, or be subjected to discrimination under the Nebraska WIC program on the grounds of race, color national origin, age, sex or disability.
Civil Rights Requirements	<p>Local agencies, clinics and vendors shall comply with all applicable provisions in the following:</p> <ul style="list-style-type: none">• 7 CFR 246.8• Title VI of the Civil Rights Act of 1964• 7CFR Part 15 a• Americans with Disabilities Act• Section 504 of the Rehabilitative Act of 1973• FNS Instruction 113• Age Discrimination Act of 1975• The Personal Responsibility and Work Opportunity Reconciliation Act of 1996• Civil Rights Restoration Act of 1987• Enforcement of Title VI of the Civil Rights Act of 1964• USDA Departmental Regulation 4330-2• USDA Regulation 7 CFR Part 16, Equal Opportunity for Religious Organizations
Assurances	<p>The WIC Local Agency Agreement includes an assurance that the agency shall comply with all regulations listed above.</p> <p>The Vendor Agreement includes an assurance that the vendor shall comply with all regulations listed above.</p>
Program Benefit Limitations	<p>The eligibility determination according to age and sex is not a violation of civil rights. Since the purpose of the program is set forth by law is to provide benefits to the following client/applicant categories:</p> <ul style="list-style-type: none">• Pregnant women,• Breastfeeding women,• Non breastfeeding women,• Infants, and• Children under the age of five

**Prohibited
Discriminatory
Actions**

Examples of prohibited discriminatory actions include:

- Exclusion of persons from participation in the WIC program on the basis of race, color, national origin, age, sex, or disability.
- The inequitable allocation of food packages to eligible persons on the basis of race, color, national origin, age, sex, or disability.
- Issuance of checks in a place, time, or manner that results in or has the effect of denying or limiting the benefits on the basis of race, color, national origin, age, sex, or disability.
- Segregation of persons in clinic waiting rooms or through an appointment system on the basis of race, color, national origin, age, sex or disability.
- Clinics restricting access to clients, on the basis of race, color, national origin, age, sex, or disability.
- Failure to apply the same eligibility and application criteria to all potentially eligible persons seeking participation in the WIC program.
- Certification of potentially eligible persons as eligible to receive program benefits solely on the basis of race, color, national origin, age, sex, or disability.
- Maintenance of a waiting list, which makes distinctions on the basis of race, color, national origin, age, sex, or disability
- Construction of a facility in a location with the purpose of denying equal access or which has the effect of excluding individuals from the benefits of any program on the grounds of race, color, national origin, age, sex or disability;
- Any adverse employment practice, such as hiring, firing promoting, etc. directed at an employee or applicant on the basis of race, color, national origin, age, sex or disability.
- Selecting members for planning or advisory bodies in such a way as to exclude persons for membership on the basis of race, color, national origin, age, sex or disability.

Civil Rights Review

State WIC staff will use the tools listed below to review compliance of local agencies and vendors on a routine basis.

- Local Agency Monitoring
- Local Agency Application Process
- Vendor Application Process
- Administrative and Clinic Services Bi-annual Review
- Local Agency Plan Review
- New Clinic or Clinic Change Forms